





'We need them desperately': US police departments struggle with critical staffing shortages

By Ryan Young, Devon M. Sayers and Ray Sanchez, CNN

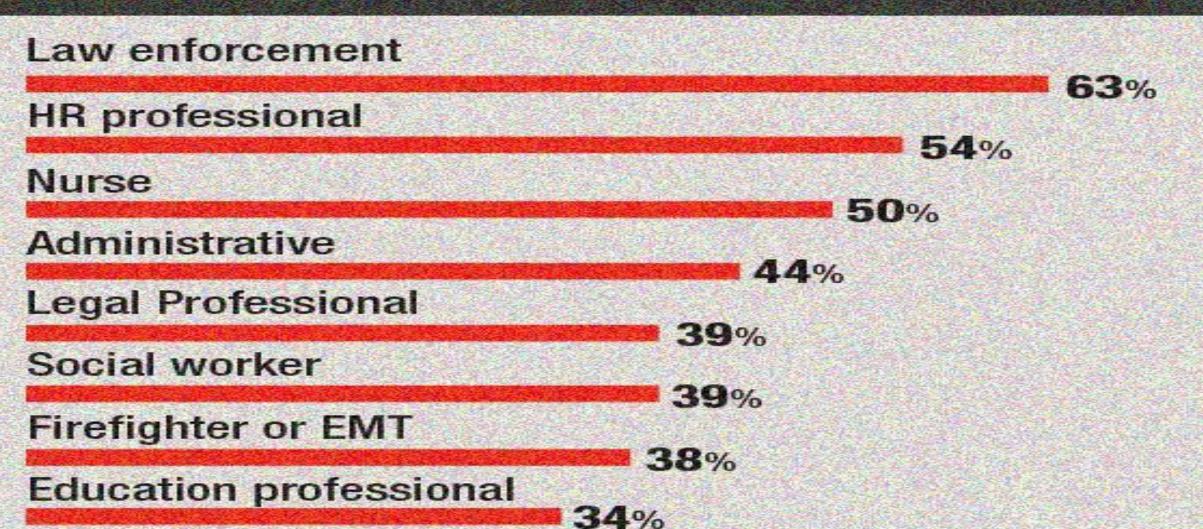
① Updated 12:59 AM ET, Wed July 20, 2022



US police departments are coping with staffing shortages and struggling to fill their ranks.

The Jobs People Aren't Applying to Anymore

The biggest application drops



Survey on Police Workforce Trends



Key Findings:

- On average, agencies are currently filling only 93% of the authorized number of positions available.
- Fewer new officers were hired, and resignations and retirements increased in the 2020-2021 period, compared to the previous year.
- **HIRING:** There was a 5% decrease in the hiring rate among responding departments. Smaller agencies actually saw an increase in hiring, while larger departments experienced dramatic reductions.

Survey on Police Workforce Trends



Key Findings:

- **RESIGNATIONS:** Increases in resignations were more significant. Agencies reported an overall 18% increase in the resignation rate in 2020-21, compared to 2019-20.
- **RETIREMENTS:** Increases in retirements were even larger. Among all responding police departments, there was a 45% increase in the retirement rate.



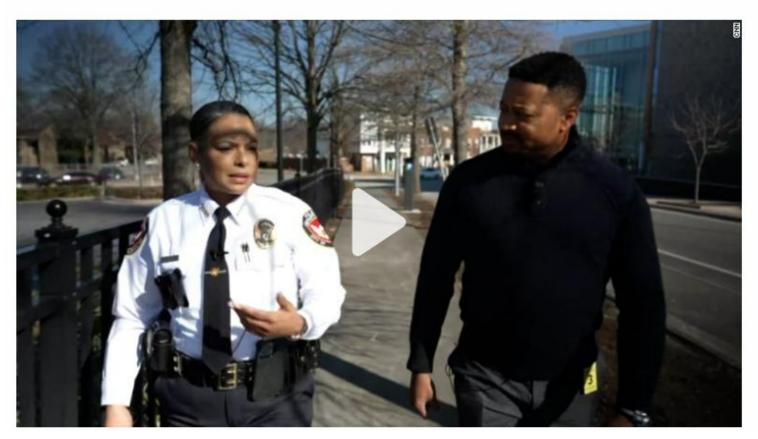
Why police forces are struggling to recruit and keep officers



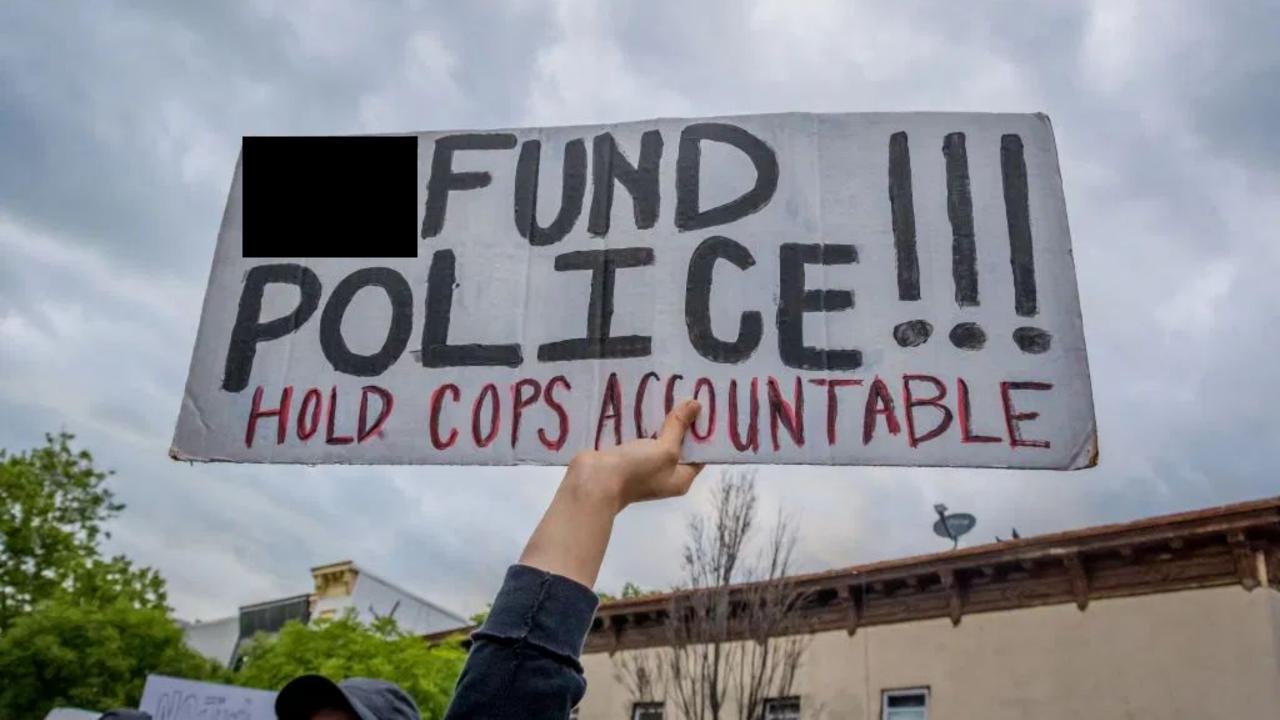


By Ryan Young and Devon M. Sayers, CNN

① Updated 12:03 PM ET, Thu February 3, 2022









Defund the Police? Actually, Police Salaries Are Rising in Departments Across the U.S.

By The Conversation | June 29, 2021, at 1:11 p.m.















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Starting salaries increased: 20%

CE DEPART					
	No	2 Years	3 Years	4 Years	5 Years
70 1854 26 ³	Experience	Experience (POST Certified)	Experience (POST Certified)	Experience (POST Certified)	Experience (POST Certified)
WELL GEO		(r cor scranca)	(i del del dinea)	(i doi deremed)	(i doi der uned)
HS Diploma	\$58,553.04	\$60,671.52	\$62,462.40	\$64,624.56	\$66,874.08
ПОВроме					
Associates	\$60,671.52	\$62,462.40	\$64,624.56	\$66,874.08	\$69,210.96
Associates	\$60,671.52	\$02,402.40	\$64,624.56	\$66,674.06	\$05,E10.50
	200 400 40	004.004.50	000.074.00	000.040.00	#74 OOF OO
Bachelors	\$62,462.40	\$64,624.56	\$66,874.08	\$69,210.96	\$71,635.20
*Appual salary calculation based on 84-boun hav period working 12 boun patrol shift					

Additional benefits:

- Signing Bonus:
 - \$4000 POST Certified
 - \$3000 non-certified
- State-of-the-art equipment, technology, and software provided
- Take home car
- Tuition reimbursement
- City-funded defined contribution retirement
- Specialized training opportunities
- Diverse assignments:
 - Investigations
 - Crime suppression
 - Traffic
 - 。K9
 - Multi-agency SWAT































Law Enforcement

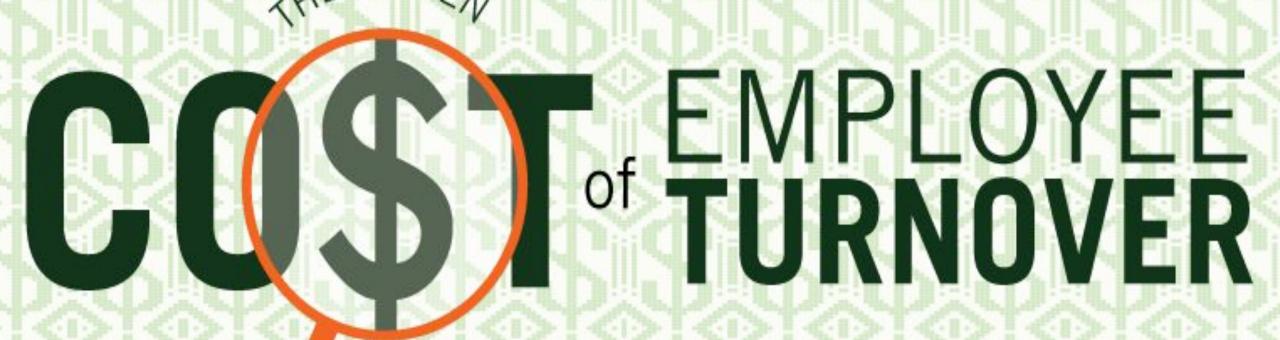
Gain knowledge and skills necessary to make arrests, investigate crimes, and handle stressful police situations while building your mind and body through physical fitness and defensive tactics training.

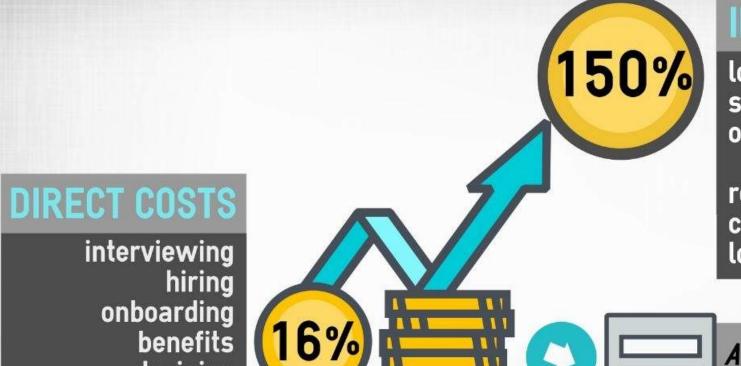
Students will develop the skills necessary to compete for jobs in the fields of law enforcement, corrections, and private security through realistic training and partnerships will local agencies. You will be ready to pursue law enforcement at a police academy or pursue criminal justice at a college or university.











INDIRECT COSTS

lost production short-staffing overloading other employees reduced morale client loss lost knowledge

PERCENTAGE OF ANNUAL SALARY

training



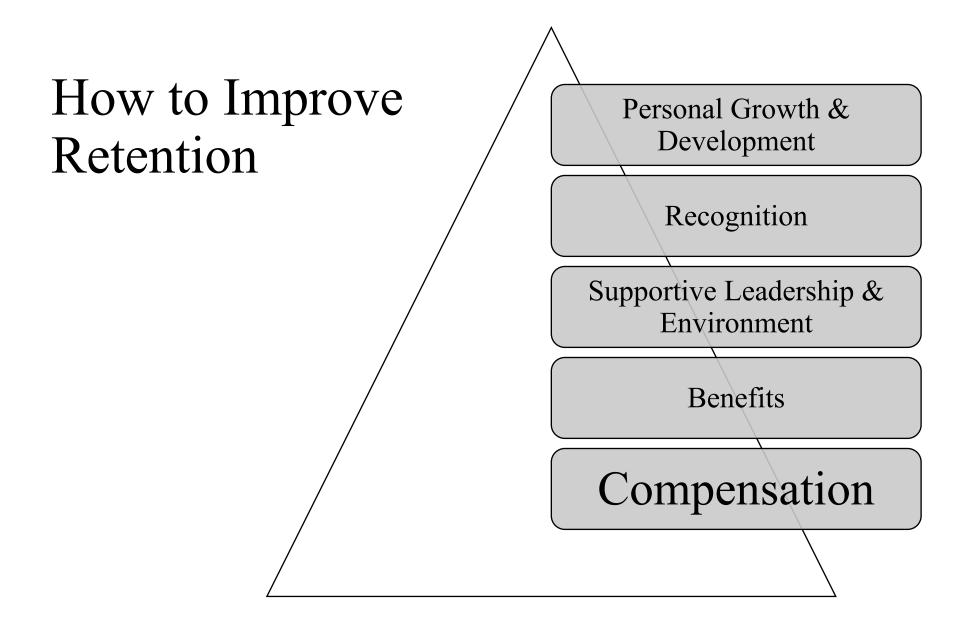
An employee making \$8/hr earns \$16,640/yr.
In direct costs alone, 16% is \$2,662 lost in turnover



Maslow's heirarchy of needs SELF-**FULFILMENT EGO** SOCIAL SAFETY/SECURITY BASIC/PHYSIOLOGICAL

Related aspects at work

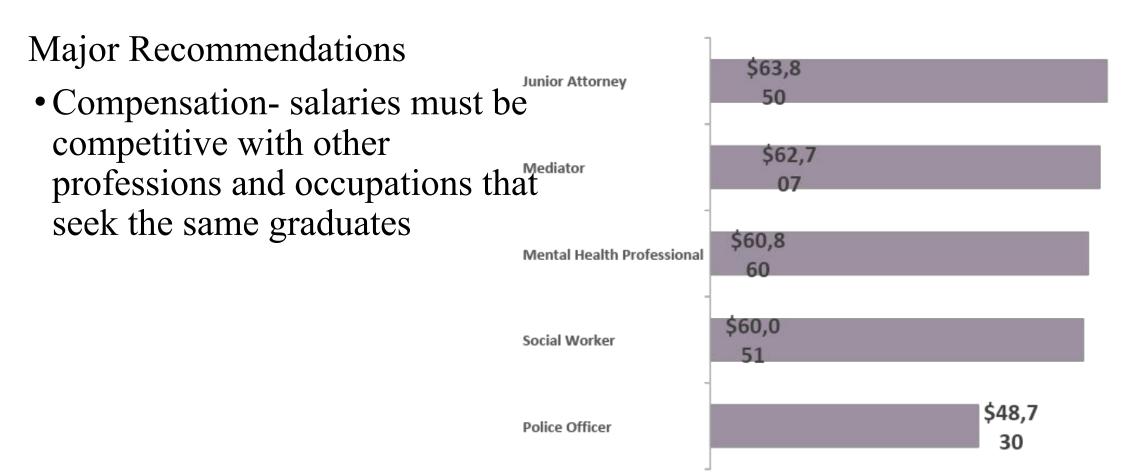
- Challenging job
- Creative task demands
- Advancement opportunities
- · Achievement in work
- · Merit pay increase
- High status job title
- · Compatible work group
- · Friendships at work
- Job security
- Fringe benefits
- Basic salary
- Safe working conditions



Competitive Salaries



National Commission on Law Enforcement and the Administration of Justice (1967)





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Topics > Rural Law Enforcement





Kathleen Dias
Policing the Remote and Rural

A letter to the American public: 3 common misconceptions about pay and rural policing

Wanting equitable wages for rural cops is not about greed or ingratitude, it's just economics

Apr 15, 2022

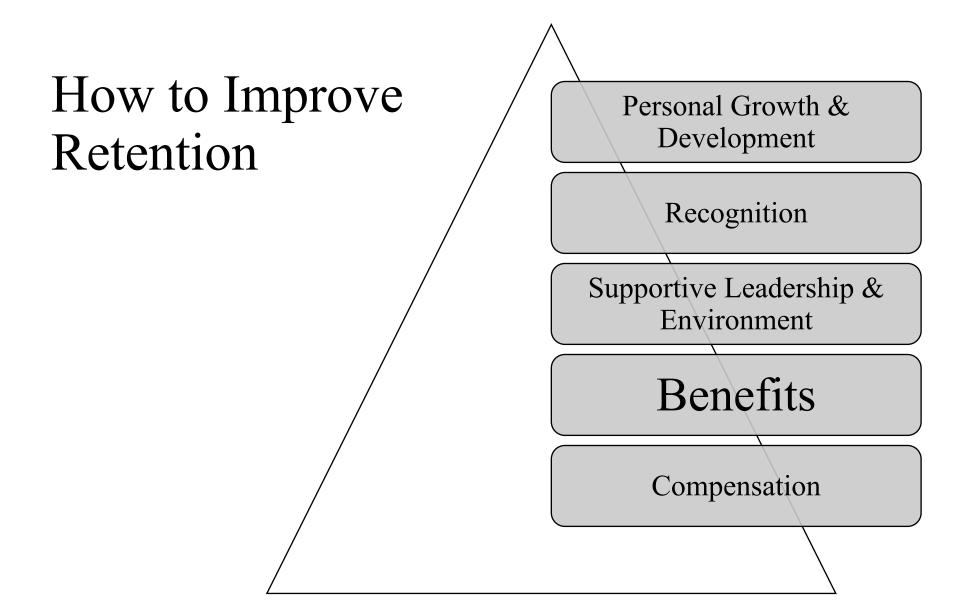


IT'S NOT GREED OR INGRATITUDE, IT'S JUST ECONOMICS

Law enforcement as a profession differs from urban to rural areas only in scale; in all settings, the job has become more complex. Training and education requirements are higher, and there are increasingly fraught interactions with the public at very high legal and social stakes. It's no longer a career field where a high school graduate can learn on the job and make a solid middle-class living.

Instead, we're getting a real-time economics lesson in compensating wage differentials: jobs that are unpleasant, that require higher skill levels, or that are dangerous, require higher levels of pay to attract enough people to do the jobs. It really is that simple. Officers in lower-paying localities, with marginal benefits and variable leadership, can read headlines announcing Target's new starting pay and wonder if they are making a wise choice. When Walmart raises starting pay for truck drivers to \$110,000 per year, it's easy to see how a job requiring a gun, a Kevlar vest and the possibility of getting prosecuted for a mistake might seem less attractive than it used to be. There may not be Target stores in the country, but truck drivers can live there if they want to.

Market pressures are squeezing current officers and applicants alike. The need to adjust pay scales arises from "a failure of consideration" – in other words, what was once an acceptable level of compensation has so decreased in value that officers simply are no longer willing to do the work for the same rate of pay. In fact, they can't, and they're voting with their feet.



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Fiscal Policy

All Documents



Pensions

State Budget Conditions

State Budget Procedures

State Revenues and Tax Policy

State Retirement Plans for Public Safety Workers - Tables

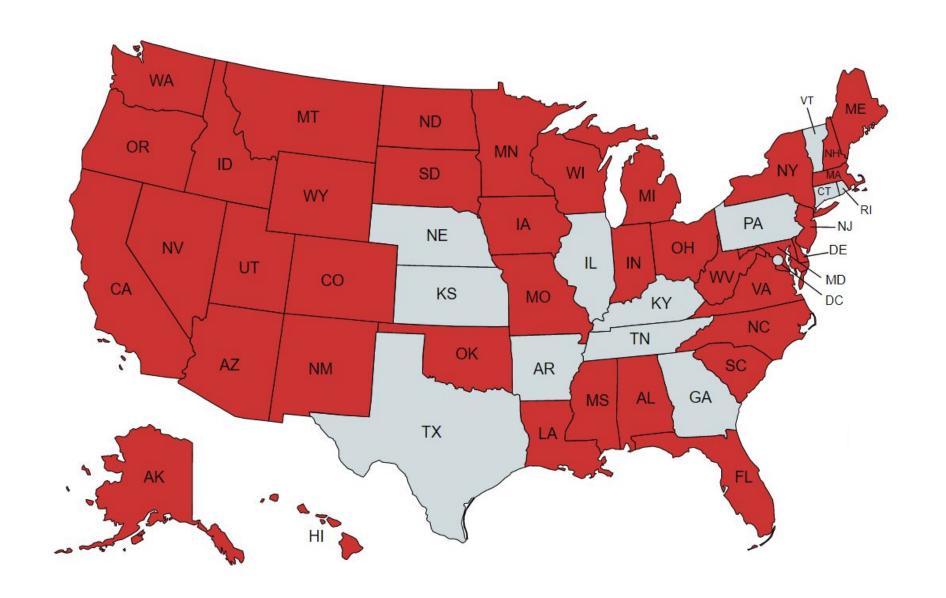
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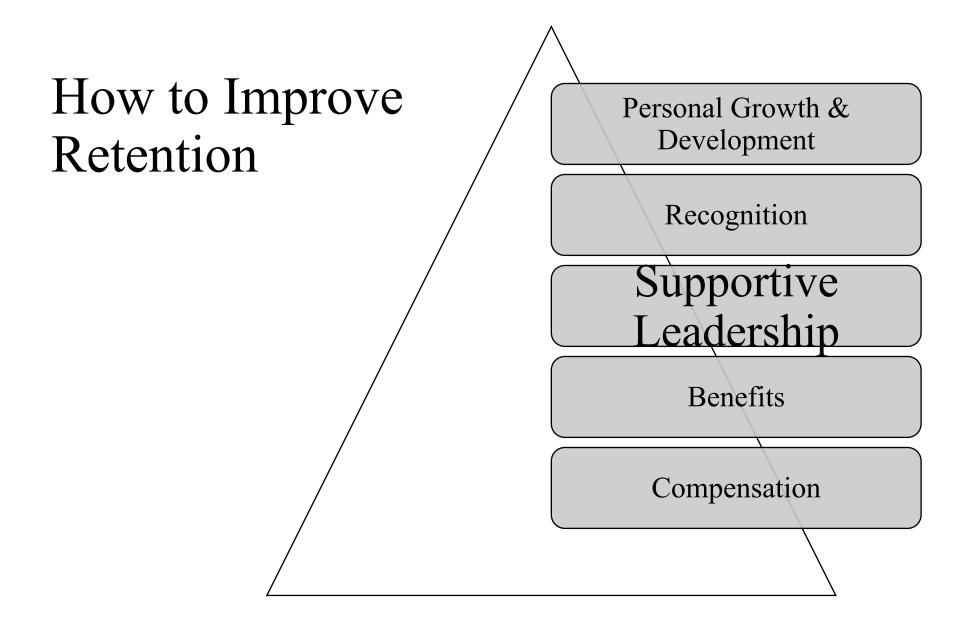
PDF Version: Summary Introduction on State Retirement Plans for Public Safety Workers

PDF Version: Tables on Public Safety Worker Retirement Plans

Summary: State Retirement Plans for Public Safety Workers

Explanation of Table: In the column headed "Age and Service Requirements for Normal Retirement," the first number before a slash is a minimum age requirement and the second number is a minimum service requirement. Thus, in the first Alabama entry, members are eligible for regular service requirement at a minimum age of 56 with a minimum of 10 years of service. An entry such as "Any/25" (for example, the second Alaska entry) means that a member meets normal retirement criteria at any age with 25 years of service. Normal









WOULD YOU ENCOURAGE A SON OR DAUGHTER TO GO INTO LAW ENFORCEMENT?



YES 7.5%

NO 80.3%

UNSURE 12.3%

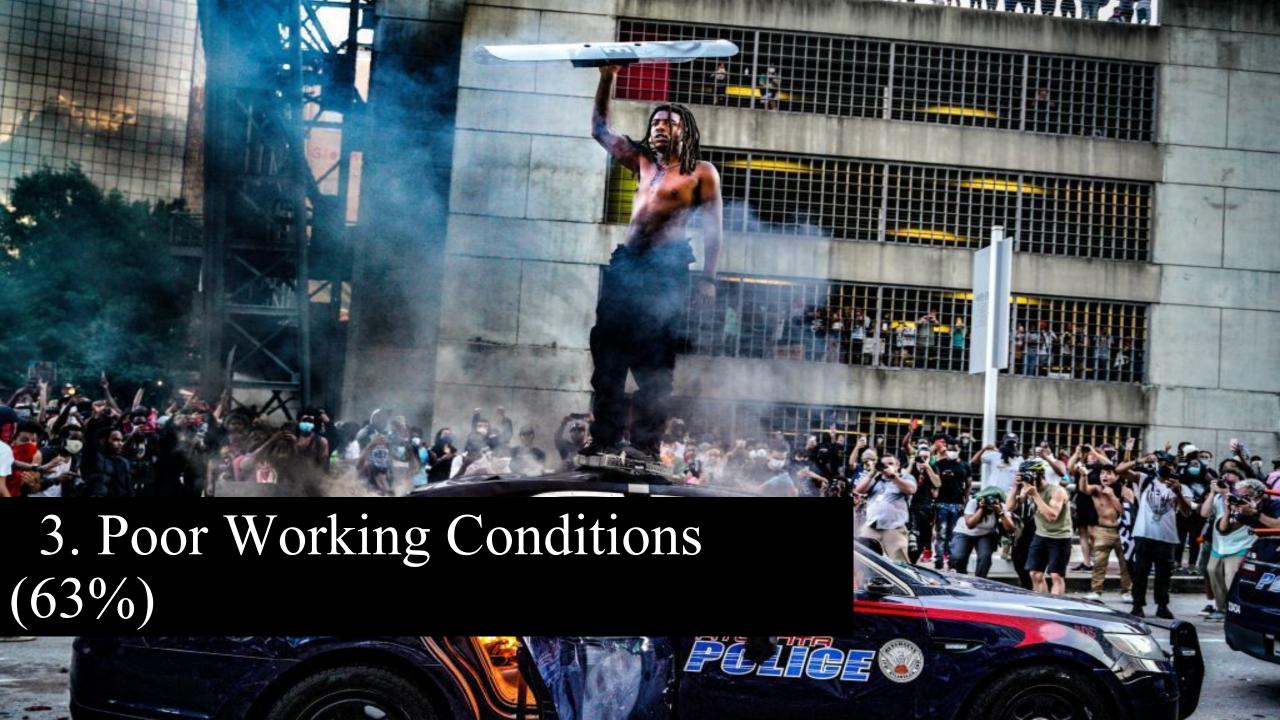


CALIBRE PRESS/POLICEONE
LAST WEEK, 10,000 OFFICERS PARTICIPATED

Why Not Become Cops...













Probability of Staying

- Supervisor Relationships
- 2. Recognition & Reward
- 3. Pay & Benefits



Thank You!

Chief Frank Trammer 470-820-6522

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